



January 2014



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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2014 Annual Sponsor

USI is a leader in insurance brokerage and consulting. With more than 4,000 dedicated, experienced and innovative professionals in nearly 100 offices across the United States, they have a team of professionals nearby ready to serve you.

Mission:

- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
- **Service.** We deliver to you an unparalleled local service experience with a team of professionals that will be there when you need help, we will do what we say, and we will go the extra mile.
- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



President's Message

By Mary H. Roome-Godbolt, PHR



'Twas the eve of Transition - In preparation for next year
 All Board Members were trembling - With excitement and good cheer
 The goals they are setting - Both old and new
 Education, Opportunity and Knowledge - To name just a few
 The Board Members were nestled - All snug in their roles
 With visions of learning - For each member's soul
 When here at the table - There arose such a clatter
 We're going to make a difference - With things that really matter
 The voices we hear - From the members we see
 Give us purpose and insight - To what we can be
 We're here to inspire - To share and to lead
 With new information - And knowledge we need
 So join me with purpose - Let's blaze a trail
 There's success in our future - No room to fail
 Now Joe, Courtney, Maggie, Linda, Linda and Matt
 Your dedication and work - Helps create new ideas, just like that
 On Katie, Kelley and Vince, On Cindy and Rae
 You're here to create - New ideas in a new day
 Now Jennifer, Charlan and Amy, Beth Gilley and Beth van Burk, Chelsea, Teresa and Sarah - I know you're here to work
 So let's make a difference - To the HR profession we love
 With ideas and events - We create and are proud of
 So raise your glasses and make a toast - To our Board for this year
 Let's network and learn
 And drink wine, shots and beer!!

I am so excited and honored to be President of Dulles SHRM for 2014 and I look forward to working with all of you in the coming year!

A large, 3D, gold-colored graphic of the year '2014'. The numbers are thick and have a slight shadow, giving them a three-dimensional appearance.

Upcoming Events

Dulles SHRM Chapter Discussion Group

Thursday, January 9, 2014

New Year, New You! Assessing and Aligning Your Values and Strengths to Your Work

About our Facilitator:



Our facilitator for this discussion is Stacey Guenther.

She is a coach and consultant of her own company, The Well Journey, where she works with clients to create lifestyles in line with their values and goals. Her work with organizations focuses on building awareness around, communication for, and interventions for workplace stress through teambuilding, facilitated discussions, and training opportunities. Stacey holds her Master's Degree in Organization Development and Knowledge Management from George Mason University and a Bachelor's Degree in Communication from Southern Methodist University. She is a Duke University-trained Integrative Health Coach and also holds a certificate in Leadership Coaching for Organization Performance from George Mason.

To view more information on Stacey, visit the Dulles SHRM website at www.dullesshrm.org.



Most often, when asking colleagues how they are doing, we hear something like "I'm okay; been pretty stressed out at work though." We usually attribute this response to the new era we find ourselves in, when we are asked to do more with less, and there is always more to do! However, there may be another culprit we should be considering. One very important question we should ask ourselves is: Are we in alignment with the work that we are doing?

In this interactive and experiential discussion, we'll take a fresh look at identifying our values and strengths and exploring how to address the ways misalignment with our jobs can lead to the bad, chronic kind of stress. We will also investigate how alignment – with role, team, and the actual work – can help to reduce and alleviate stress. Let's start the new year by looking at how to guide ourselves and others in our workplace toward optimal strength/job alignment.

Come prepared to discuss the following:

- What are your strengths, and do you use your strengths in your work?
- Do you know what your employees', peers', and supervisors' strengths are? Are they playing to their strengths?
- What are the signs that you or someone with whom you work is out of alignment, even if they are generally doing a good job?
- How do values play a role in workplace stress?
- What are the solutions for aligning our values and strengths to our work?

Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site (www.dullesshrm.org) -- Chapter Discussion Groups. If you have questions, contact Wistaria Krigger at 703.716.1191 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.

Date: Thursday, January 9, 2014

Time: 7:30 a.m. to 9:30 a.m.

Place:

BB&T Insurance Services
3975 Fair Ridge Drive, Suite 225 North Building
Fairfax, VA 22033
703-383-5680

Upcoming Events

January Chapter Meeting, January 15, 2014

Recruiting Metrics That Matter

Cost-Per-Hire...Time-To-Fill...Number of Hires...Traditional recruitment metrics used by many organizations to determine recruitment effectiveness. But what do these metrics really tell us and what value do they offer? Metrics that truly measure source effectiveness, quality, efficiency and value are too often overlooked, and are often even more difficult to come by.

There are a multitude of challenges that organizations face when attempting to measure recruitment success, such as:

- Garbage in, garbage out. Do you feel confident that the data in your ATS is 100% accurate, or even 65% accurate? In most organizations, the ATS is rarely used to its potential, and the users are often not trained well enough in the utility of the system or the value of the data to do what is necessary to ensure that the data that goes into the system is as clean and accurate as possible.
- No standards. Since no common standards have been developed to for any recruitment-related measurement, organizations are left to their own to create their own metrics and formulas, ones that are not always validated for their utility, and are not useful in comparing and benchmarking with other organizations.
- Face value is not enough. Simply knowing the average cost-per-hire for an organization or the time to fill a position across an entire organization tells you very little. If you benchmark year-to-year, you can track trends at the very least, but unless you adding context and doing deep analysis as to what could affect fluctuations in these measurements, valuable meaning can be difficult to come by. Tracking things like cost, pipeline volume and diversity by source, or breaking down efficiency by each core process step, and doing so from the top down to the department level can provide great insight into what works well, what can be improved, and what can be eliminated or overhauled. Tracking quality by source over the first 1-2 years of performance take patience, but again can provide great insight into where money and other resources are best spend. These metrics rely in accurate data, patience, and strong number-crunching skills, things often missing in most HR organizations.

When: Wednesday, January 15, 2014

5:15 – 6:00 pm Registration and Networking
 6:00 – 7:00 pm Breakfast and Announcements
 7:00 – 8:00 pm Program
 8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

Where: **Hidden Creek Country Club**
1711 Clubhouse Road, Reston, VA 20190

To register, visit the Dulles SHRM website at www.dullesshrm.org

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.



About Our Speaker

This month's speaker
Ben Gotkin
 Principal Consultant,
 Recruiting Toolbox



Ben Gotkin draws from almost 20 years of recruiting experience in tactical and strategic leadership roles at organizations including Marriott International, McGladrey, The MITRE Corporation, Intelsat and BAE Systems. In each of these roles, Ben has been a leader in promoting the applications of technology in recruiting, advocating collaboration and community building, utilizing metrics to improve performance, providing interviewing training to management and staff, and developing out-of-the-box tactics and strategies to identify and engage talent. He also has had significant experience in building referral and social media programs, the implementation of Applicant Tracking Systems, technology evaluation, and the development of sourcing, employment branding and college recruiting strategies.

To view more information on Ben visit the Dulles SHRM website at www.dullesshrm.org



Save the Date!

Dulles Society for Human Resource Management (SHRM) Presents

Hiring HEROES - Sources and Resources

A Military/Veteran Education Event for Employers in the DC Metro Area!

Date: Thursday, February 27, 2014, morning event

Location: Cox Communications
3080 Centreville Road
Herndon, VA.

Cost: \$10 – Breakfast included

This session will focus on the practical ways in which employers and recruiters can reach this workforce, understand this workforce, and ultimately hire and maximize the talents of this workforce. Come prepared to ask questions, challenge pre-conceptions, and gain a competitive edge by hiring the best in the world - real HEROES.

For more information and to register for this event, visit the Dulles SHRM website at <http://dullesshrm.org/newsite.asp>



Now Recruiting for the 2014 SHRM Mentoring Program!



- ✓ **Sharpen your professional edge**
- ✓ **Enhance your leadership presence**
- ✓ **Maximize learning opportunities**

We're now recruiting for the Washington, DC metro area's premier mentoring program for HR professionals! Whether you're still in the formative years of your career or fairly accomplished, the NOVA SHRM/Dulles SHRM Mentoring Program can help you to distinguish yourself and speed your progress towards meeting professional development goals. Please visit www.novashrm.org, www.dullesshrm.org, or <http://mcshrm.shrm.org> for more information and to download an application. **Applications are due on or before January 31, 2014.**

Mentoring is more important than ever, and the ability to change and grow in your career is an increasingly critical skill to have. Our Pinnacle award-winning mentoring program can help you to:

- Expand your professional network,
- Learn peer-group mentoring skills,
- Enhance HR and business competencies,
- Build your leadership skills,
- Overcome career obstacles,
- Gain access to the alumni network and a career coach, and
- Earn credits towards PHR/SPHR/GPHR recertification!

We will sponsor a maximum of 14 chapter members in 2014 to participate in the program, which integrates multiple types of mentoring techniques, leadership development, and peer learning networks. Over the course of the last 15 years, participation in our program has consistently resulted in enhanced peer networking for 100 percent of alumni as well as lateral and vertical career moves for over 75 percent of alumni.

Group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tyson's Corner area. There is no cost to participate in the program; however, you must be a member in good standing with NOVA SHRM, Dulles SHRM, or MCSHRM.

If you're curious about this innovative mentoring program, please participate in one of the information sessions, held in January, at both the NOVA SHRM and Dulles SHRM chapter meetings. Or contact Mary Kitson, Mentoring Program Director, at mkitson@mitre.org or shrm.mentoring@gmail.com for more information.



The Mentoring Corner:

Ditch Your New Year's Goals, Instead Be Open to Inspiration

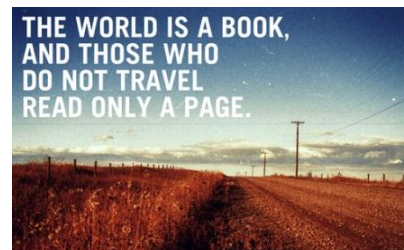
Setting New Year's resolutions is a time-honored tradition which promises a fresh start with every January 1. You might want to begin new career-focus projects or set specific health and fitness goals. Are you one of the many people who make a laundry list of New Year's resolutions only to find that you have a hard time sticking to them as the year progresses? I'd like to suggest that you ditch your New Year's goals, and instead, focus on following just one overarching principle – being open to inspiration.

Being open means that you accept more of life without judgment, and you choose to be happy no matter what comes. It means fully experiencing life and believing in yourself.

An inspiration is someone or something that gives you ideas for doing something. Sometimes, inspiration can come on suddenly and is sometimes referred to as having a light bulb moment.

I'm a busy lady and I'm usually juggling multiple activities and priorities. Creativity and achievement are core values of mine, so I like to put my special "Mary sauce" on every project I touch. And because of the busyness factor in my life I often need new ideas and solutions to come to me quickly. And they usually do. Almost like magic, when I have a problem the solution presents itself. Sometimes I even get a possible solution before the problem rears its head. I love synchronicity. It's like the universe is anticipating my needs.

For example, last month two of my critical mentoring liaisons advised me that they needed to roll off of the board in 2014 due to major life changes. I felt panicky because it's really hard to find experienced HR leaders who have the time and interest in making a year (or longer) commitment to the mentoring program. However, I was confident that volunteers would surface. At the Dulles SHRM meeting in December Linda Caporaletti-Hoyt, who happens to be highly accomplished and one of our alumna, asked me if I needed any help. I actually didn't have any openings until a week after I talked with her. Thank goodness I rarely turn down help. Bingo, one opening filled!



The following week, one of our previous mentoring advisory board leaders, Janet Nguyen, invited me to lunch. I rarely go out for lunch during the work week, but I hadn't seen Janet since April so I said yes to her invitation. I found out that this HR wonder woman and super mom of three decided to take a professional work break. However, she wanted to stay engaged with SHRM and she had some time available each week for networking. I asked if she would be interested in helping out and she agreed to be a mentoring liaison. We also talked about taking a yoga class together -- I went to my first class on January 5. Double bingo!

During the past few years I have learned to be more open to new experiences. I meditate. I read new books. I take a class each year on a subject I know nothing about to stretch my brain. I meet new people in new environments. I spend as much time as possible with children because they remind me that it's okay to have fun and be silly. I had a crazy-fun time with about 25 kids jumping on the indoor trampolines at Rebounderz in Sterling, Virginia last month. Seriously, you should try it!

So, how do you get inspired? Here are five simple tips to get you started.

1. **Know that you are the star of your own life.** You have an opportunity to create your own reality, but you must first decide what it is that you want.
2. **Get out of your comfort zone.** Recognize your usual patterns of behavior, preferences, and habits and then decide to try a different experience or learn something new. Take an alternate route to work. Travel to a place you have never been before. Meet new people. Experiment with cooking. Maybe even learn to tango.
3. **Recognize defense mechanisms.** We don't realize defense mechanisms are there most of the time because they are automatic parts of our behavior. When you find yourself not doing certain things or shutting new experiences out, ask yourself why.
4. **Make time for stillness and letting go.** Maybe you spend 20 minutes walking in nature each day, or 20 minutes of yoga or meditation, or going away for a weekend of fly fishing. When you clear the clutter out of your mind you make space for creative ideas to enter.
5. **Tap into the law of attraction.** Focus on the "what" rather than the "how" of things. What you direct your attention to determines what you will experience, so attune yourself to the positive emotion of achieving your goals and dreams. Directing your intentions this way helps you release the need to know exactly how you will get to your goal while allowing the universe to lead you in an unexpected way down the path.



In summary, know that change is all about learning and personal growth. It can be fun if remain open to new experiences. Be patient with yourself, stay positive, and persevere. Now get out there and get inspired!

Like this article? Perhaps the NOVA SHRM/Dulles SHRM Mentoring Program help you with your personal and professional development. Our program focuses on peer-group mentoring, leadership development, career coaching, and networking. We're now recruiting for the 2014 mentoring group. The application deadline is January 31, so download an application today at <http://www.novashrm.org/mentoring.html>. Contact me (Mary Kitson) at mkitson@mitre.org or our mentoring advisory board at shrm.mentoring@gmail.com with any questio



2013-14

Established in 2001, the Human Resource Leadership Awards (HRLA) aims to be the leading advocate for recognizing executive HR professionals and emerging HR leaders with exemplary leadership, strategic vision and commitment to the industry, while promoting continuous and professional engagement opportunities to advance the importance of the HR function in creating long term business value.

PROMOTIONAL PARTNERS

Promotional Partners help to articulate the vision and mission of the HR Leadership Awards to their members and constituents. Partners receive special acknowledgment at HR Leadership Awards events and in publications and cross promotional opportunities. Be part of Greater Washington's only independent, longest running, most prestigious, awards program promoting HR excellence. The HR Leadership Awards are truly a community-driven awards system, with input and participation by a diverse and varied group of individuals and organizations coming together for the right reason: to celebrate excellent HR leaders and teams, thought leadership and advancement of the profession.

BECOME A SPONSOR

Sponsorship are available for the award calendar year and are an excellent way to promote your organization's commitment to human capital management excellence with the executive leadership community throughout the Capital Region. You will gain special advertising positioning at events and in local media. You will benefit from networking opportunities and higher levels of engagement with senior HR leaders and other executives. Enhance your service and employment brand in the Capital Region with us! We want you to be part of Washington DC's longest running, most prestigious, and only Independent awards promoting HR excellence.

THE AWARDS & EVENTS

Has the HR leader and/or HR team at your company demonstrated Leadership, Innovation, Mentoring, Strategic Alignment, Ethical Behavior, or Corporate Responsibility in the HR profession? Then we want to know about them and for you to nominate them! Winners will gain great exposure individually and for his/her company. They will also enjoy exclusive opportunities to demonstrate thought leadership via publishing, presenting, and attending alumni-only events! We encourage HR professionals to leverage our networks at educational and social events, share new ideas and best practices. Visit www.hrleadership.org/nominate for more info.

SCHOLARSHIPS

HR Leadership Awards grants up to three \$4,000 scholarships each year to students pursuing degrees in HR fields. Marymount, as the University and Founding Sponsor, is guaranteed one scholarship awardee. To be eligible the student must be currently enrolled in a local HR degree program and demonstrate a "B" grade point average. The award may be used for any professional certification or educational activity that will enhance the recipient's HR leadership capability. Visit www.hrleadership.org/scholarships for more info.

Award Winners, Finalists and Scholarship Recipients are announced at the Annual HRLA Gala and in *Capital Business*.

HR Leadership Awards Contact Information

- Website: <http://www.hrleadership.org>
- LinkedIn Group: HR Leadership Awards of Greater Washington
- Facebook: <https://www.facebook.com/HRLeadershipAwards>
- Twitter: <https://twitter.com/HRLAdmv>

IMPORTANT DATES	
Fall Webinar (FREE, 1 general HRCI credit)	October 17, 2013
Award and Scholarship Applications Open	November 1, 2013
New Year Networking Event (FREE)	January 9, 2014
Educational Workshop (\$\$, HRCI credit)	March 6, 2014
Nomination/Scholarship Deadline	March 15, 2014
Scholarship Winners Announced	April 14, 2014
VIP Reception	April 30, 2014
13th Annual Awards Gala	June 10, 2014

2013 HONOREES

Crystal Abney | Logistics Applications Incorporated
 Sara Achtzener | AOL
 Sharon Alred | Koniag, Inc.
 Kathleen Arlinsky | CRAssociates
 Jackie Asencio | C2 Essentials Inc.
 Holly Atkins | CACI International Inc
 Denise Bailey | Koniag, Inc.
 Jamie Baker | Centuria Corporation
 Sharon Beery | L-3 STRATIS Talent Management Team
 Sandy Beitel | Koniag, Inc.
 Emily Bender | Orbital Sciences Corporation
 Jillian Bernstein | Walker & Dunlop
 Rachel Bridges | Georgetown University
 Julia Brinkmann | Walker & Dunlop
 Andrea Bunch | JK Moving Services
 Claudia Burry | Noblis
 Jean Cain | Noblis
 Kimberly Carberry | CACI International Inc
 Melinda Cayzedo | Walker & Dunlop
 Tina Cole | AOL
 Esther Conteh | INNOVIM, LLC
 Desiree D'Alonzo | Walker & Dunlop
 Marcie Davis | CACI International Inc
 Tamara de la Camp | CRAssociates
 Charles DeSantis | Georgetown University
 Stephanie Fernandes | IntelliDyne, LLC
 Shelly Ford | The Brick Companies
 Melissa Frescholtz | AOL
 Tanja Guerra | CACI International Inc
 Michelle Herrity | JustinBradley
 Shirl Jenkins | IntelliDyne, LLC
 Christine John | CACI International Inc
 Jessica Johnson | Halfaker and Associates, LLC
 Catherine Keightley | Girls on the Run of Northern Virginia
 Kenneth Kovach | B. F. Saul Company
 Marisa Krafsig | IntelliDyne, LLC
 Michael Kramer | INNOVIM, LLC
 Alison Lang | The SI Organization
 JoLana Larsen | CACI International Inc
 Jay Liwanag | Noblis

Christopher Lorelli | CRAssociates
 Colleen Martinez | CRAssociates
 Elizabeth Mashakas | Orbital Sciences Corporation
 Karen Maude | NES Associates, LLC
 Michele McCabe | Centuria Corporation
 Marie McCarty | L-3 STRATIS Talent Management Team
 Allison McGinn | Quadel Consulting
 Allison Mechalske | Noblis
 James Mesick | The SI Organization
 Naomi Morales | The Pharmaceutical Research and Manufacturers of America
 Julia Moreno | Koniag, Inc.
 Sheri Mullin | Contact Solutions
 Clifton Murray | CRAssociates
 Thomas Murray | Engility Corporation
 Charles Musser | CACI International Inc
 Genearene Neill | Mortgage Bankers Association
 Michele Neiman | Northrop Grumman
 Jennifer O'Dowd | AOL
 Ira O'Sullivan | CACI International Inc
 Suzanne Pfeiffer | CRAssociates
 Paula Phillips | Walker & Dunlop
 Barbara Prevo | INNOVIM, LLC
 Michelle Reichart | The SI Organization
 Amy Rivera | Noblis
 Linette Sanchez | L-3 STRATIS Talent Management Team
 Ashley Shimer | Centuria Corporation
 Julie Simmons | Human Capital Strategic Consulting
 Sara Slocum | Noblis
 Brenda Sneed | Corporate Network Services
 Linda Soller | HydroGeoLogic, Inc.
 Jessica Solloway | AOL
 Amy Stark | Koniag, Inc.
 Shawn Stokes | District of Columbia Government Department of Human Resources
 Mary Tack | L-3 STRATIS Talent Management Team
 Jeannine Tait | The SI Organization
 Pamela Wagoner | W. R. Grace
 Christine Whalen | INNOVIM, LLC
 Roslynn Williams | AOL



HRLA chooses a theme each by which to guide our workshops, discussions and the Gala. For the 2013-14 season our theme is Collaboration: The Future of Work. Join us for an exciting year of opportunity!

Get Involved



Are you looking to get more involved in the Dulles SHRM Chapter?

Are you looking for a way to meet and network with a great group of HR Professionals?

Dulles SHRM has an immediate need for a volunteer Diversity & Workforce Education Director.

Primary Duties Include:

- Monitor and evaluate on a continuing basis local activities concerning workforce education issues and plans and encourages chapter involvement and activities impacting the workforce education arena.
- Present reports or updates to the chapter Board and the membership.
- Lead ad hoc projects or activities related to workforce education that may raise awareness in the local community and among the membership.
- Work in cooperation with state and national level workforce education advocates.
- Monitor and evaluates on a continuing basis local activities concerning diversity issues.
- Spearhead the effort to diversify the chapter's membership and leadership and to publicize successful diversity programs in the local community.

For more information contact Mary Roome-Godbolt, President at mary.room@cox.com



Get Involved



SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org/about/foundation) with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

In 2013, Members donated \$3,964 to the SHRM Foundation!

The SHRM Foundation helps predict where the workforce is headed because we they've been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

For more information and news about the SHRM Foundation visit their website <http://www.shrm.org/about/foundation>



Dulles SHRM continues to support the Embry Rucker Shelter.

In 2013, Members donated \$1,826 to help support the needs of the homeless at the Embry Rucker Shelter.





HR Career Opportunities

Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center <http://www.dullesshrm.org/career.asp>

Senior HR Generalist

Date Submitted: 1/2/2014
 Location: Ashburn, VA
 Company: Chenega Corporation
 Company Website: www.chenega.com
 Contact Person: James Zargan
 Contact Phone: 571-291-7627
 Contact Email: james.zargan@chenega.com

Recruiter II - Facility & Warehouse

Date Submitted: 12/19/2013
 Location: Herndon, VA
 Company: Cox Communications
 Company Website: www.cox.com/coxcareer
 Contact Person: Mary Roome-Godbolt, PHR
 Contact Phone:
 Contact Email: Mary.roome@cox.com

HR Manager

Date Submitted: 12/12/2013
 Location: Arlington, VA
 Company: Not Available
 Company Website:
 Contact Person: Mike Dinger
 Contact Phone: 703.719.7768x111
 Contact Email: mdinger@metromsn.com





Mary Roome-Godbolt, PHR – President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
PO Box 1249
Herndon, Virginia 20172-1249



Dulles SHRM's - Your Chapter of Choice Newsletter is the official newsletter of Dulles SHRM; Dulles SHRM's Newsletter is published monthly.

Email submission requests to dullesshrmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

*Chapter affiliate of the Society of Human Resource Management
Proud to serve as your Chapter of Choice Since 1987*

Thank you to our members...

*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at www.DullesSHRM.org*

Don't Forget about Your Chapter Dues

It's time to renew your Dulles SHRM Chapter Dues.

Annual Dues are \$30 and are due in January.

It's easy to pay – Just go to the Dulles SHRM website and select “Renew Membership under the Membership Menu

http://www.dullesshrm.org/chapter_membership_renew.asp

Thank you!

**We Welcome our PLATINUM Sponsor
Vienna Complementary Medicine**

Vienna Complementary Medicine, a local wellness clinic, provides educational health care programs to local businesses. We currently provide 90 minute talks on Thyroid issues, Obesity, Depression, & Menopause. The Talks are complimentary, and are done at your site and in our clinic in Vienna. For more information, please visit us at: <http://www.vcmedicine.com/>

